OUR CSR COMMITMENTS AND INITIATIVES

Real Estate for a changing world
BNP Paribas Real Estate is a listed company with capital of €383,071,696 headquartered at 167, Quai de la Bataille de Stalingrad – 92867 Issy-les-Moulineaux Cedex.

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Design & production
welcom • April 2019 - Non contractual document - 1,000 copies
BNP Paribas Real Estate is driven by a culture of responsibility and integrity based on best practice. Our CSR policy combines performance, responsibility, ethics and transparency. It is strategic for BNP Paribas Real Estate, a major player in urban transformation, and embodied at the highest level of our leadership. Across our different business lines, we develop solutions in anticipation of regulatory requirements, address economic, social and environmental issues, and meet the needs of our clients: investors, companies, individuals and local authorities. We are committed to monitoring the progress that we make together and regularly share with our partners the milestones we achieve with their support.

Our way of life is changing and new technologies are influencing our behaviors and streamlining our interactions. The city must adapt to these changes and involve all of its players. In this respect, CSR is an innovation and economic performance driver for us and our clients. Our vision, as responsible citizens, will directly contribute to maintaining our position as a major real estate player in Europe. Formulated in 2016 with the contribution of more than 6,500 key European stakeholders, our new CSR strategy is based on clear commitments to design, build and operate offices and housing, to participate in the economic and social life of the cities in which we work, to value the development of our employees, to support disabilities and to promote diversity.

“CSR is a real driver of performance and innovation.”
“BEST IN CLASS” IN EUROPE, BNP Paribas Real Estate offers sustainable and innovative real estate products and services to its clients and partners for different asset types:

- Corporate (offices)
- Residential (housing)
- Retail Units
- Logistics Platforms (warehouses)
- Hotels
- Rural Estates (UK)
- Land
- And more...

THROUGH ITS 6 BUSINESS LINES, SHARING 4 VALUES, BNP Paribas Real Estate covers an integrated, innovative and sustainable real estate network.

- Expertise: Be pertinent and create value in all areas of real estate
- Proximity: Understand the specific characteristics of each market in order to tailor our approach and our services.
- Innovation: Be creative and proactive in the solutions provided to our clients
- Responsibility: Carry out our activities in line with our values, and share them with our clients

BNP PARIBAS REAL ESTATE 2018 KEY FIGURES:

- €968 million revenue
- €853.5 million shareholder’s equity
- €191.3 million net profit before tax

5,400 employees

BNP Paribas Real Estate is represented in 32 countries through its facilities and its alliance network:

-owned offices: Czech Republic, Dubai*, France, Germany, Hong Kong*, Hungary, Ireland, Italy, Luxembourg, Netherlands, Poland, Portugal, Romania, Singapore*, Spain, United Kingdom.
-alliances: Austria, Cyprus, Denmark, Estonia, Finland, Greece, Hungary**, Jersey, Latvia, Lithuania, Northern Ireland, Norway, Portugal**, Serbia, Sweden, Switzerland, USA.

(Source: Key figures 2018)
Our “Inspire Real Estate 2020” strategy

BNP Paribas Real Estate has designed its CSR policy to align with that of the BNP Paribas Group, by integrating it into the core of each business line. It has four main pillars.

**OUR ECONOMIC RESPONSIBILITY**  
*ZOOM* Value in use of an office building  
P. 8

**OUR ENVIRONNEMENTAL RESPONSIBILITY**  
*ZOOM* Biodiversity  
P. 16

**OUR SOCIAL RESPONSIBILITY**  
*ZOOM* Well-being in the workplace  
P. 24

**OUR CIVIL RESPONSIBILITY**  
*ZOOM* The training of future generations  
P. 32
The opinion of our stakeholders formed the foundation of our strategy.

6,600 international partners were interviewed in 2016 in order to identify our key CSR issues.

28 issues ranked based

(Source: online questionnaire sent to stakeholders (clients, investors, employees etc.) in all European countries where BNP Paribas Real Estate is present.)
In 2015, the United Nations adopted 17 Sustainable Development Goals (SDG). This is a global call to eradicate poverty, inequality and injustice, to protect the planet and to get human beings to live in peace and prosperity by 2030. In order to define its actual or potential contribution to this challenge, BNP Paribas Real Estate has analysed the link between the SDGs and its CSR commitments as described in our “Inspire Real Estate 2020” strategy. It is also inspired by real estate benchmarks and recommendations of the World Green Building Council pertaining to the contribution of green buildings to the SDGs.

The targets selected by BNP Paribas Real Estate are assigned two priority levels:

- **Strategic SDGs**: which are integrated into the current and future offerings
- **Relevant SDGs**: i.e. the other SDGs that are addressed by the “Inspire Real Estate 2020” strategy

By prioritizing these issues, we were able to establish a CSR strategy “Inspire Real Estate 2020” based on 4 pillars and 12 commitments. BNP Paribas Real Estate aims to satisfy its clients and partners needs by delivering innovative products and services that create shared value (both tangible and intangible) so as to contribute together to the development of a more sustainable society.
OUR ECONOMIC RESPONSIBILITY

Build innovative products and service offerings, along with our clients and partners, in an ethical and responsible manner

2018 KEY FIGURES

- **92%** of employees have completed annual “compliance” and “ethics” trainings in accordance with the priority themes of 2018 and directly related to their activities.
- **84%** of employees are proud to work for the company.
- **53%** of stakeholders rate the level of the company’s CSR commitment from “pioneering” to “engaged”.
- **90%** of suppliers will have signed our CSR charter by 2020.

*Source: p6 online questionnaire*
COMMITMENT N°1:
Strengthen partnerships and co-working opportunities with our key stakeholders

BNP Paribas Real Estate develops and maintains strong relationships with stakeholders in relation to its activities. This sincere and transparent commitment is expressed through open and honest communication between the company and its partners.

FRANCE
PARTICIPATION IN THINK TANKS AND MONITORING OF THE REAL ESTATE INDUSTRY
To better understand the expectations of stakeholders, and anticipate changes to our business lines and the real estate sector, BNP Paribas Real Estate is actively involved as a member of the various federations and professional associations such as the RICS, Green Building Council, IFPEB, FIABCI, Alliance HQE France GBC, SBA, (Sustainable Building Alliance) Circolab and BBCA, of which it is a founder member.

UK
ISAE CERTIFICATION FOR GREATER TRANSPARENCY
By opting for ISAE 3402 Type II certification, BNP Paribas Real Estate sets itself among the property management leaders by encouraging transparency and trust with existing and future clients.
**COMMITMENT N°2:**
Develop responsible and innovative service offerings

BNP Paribas Real Estate is constantly developing its range of products and services to enhance customer satisfaction. How? By encouraging a culture of innovation, improving its excellence and its operational performance.

**INTERNATIONAL PROPERTY MANAGEMENT TEAMS IMPROVE THE “USER” EXPERIENCE**
To ensure the well-being of occupants by optimising their comfort and satisfaction inside the buildings, the teams work to improve the user experience and the digitalisation of services. For example, having analysed the existing layout, they created a website for the offices and stores of Colline Saint-Cloud (178,000 sq m). This tool digitalised the existing spaces and services, and created a “marketplace”, featuring the retail offering of retailers in the gallery and the immediate vicinity.

**FRANCE ISSY PRÉFÉRENCE: THE FIRST CONNECTED HOME**
Resulting from a collaboration with Legrand* and Netatmo**, BNP Paribas Residential Development “Issy Preference” has built the first connected housing development in the world in Issy-les-Moulineaux. The communicating homes enable residents to use voice recognition or their smartphones to access their apartment and control heating, lighting, blinds and electrical appliances. Thanks to connected sockets and switches installed in each home, occupiers can control their energy consumption, adapt electrical installations to their changing needs and benefit from an intelligent infrastructure, providing comfort and responsiveness.

* Global specialist in electrical and digital building infrastructure
** French leader in connected objects for the home.

**FRANCE REINVENTING THE WAY WE WORK BY TRANSCENDING SPATIAL BOUNDARIES**
Innovation is an integral part of BNP Paribas Real Estate’s DNA, and in 2018 it revolutionised the real estate sector client experience with holoportation, a virtual reality experience combining real estate visits and teleportation which generated considerable interest. Today it is going even further by launching “DARE”, a collaboration tool developed with the Mimesys startup where each participant of the meeting, represented in the form of holograms, can interact and exchange as if all users were together, even if they are thousands of miles apart. This solution is part of the process of reducing business travel and therefore CO₂ emissions, whilst offering the realistic feeling of complete immersion and the ability to manipulate virtual objects.
FRANCE
A START-UP INCUBATOR DEDICATED TO WELL-BEING THROUGH REAL ESTATE
BNP Paribas Real Estate is supporting Immowell Lab, a start-up incubator dedicated to well-being through real estate. This partnership enables monitoring and sourcing of the most relevant up-and-coming businesses in the sector. By organising a series of pitches, BNP Paribas Real Estate identified solutions suited to our business lines among the start-ups that were interviewed.

FRANCE
WITH DATACITY, DATA IS USED TO PROVIDE INNOVATIVE URBAN SOLUTIONS
BNP Paribas Real Estate is a partner of DataCity. Created by NUMA in partnership with the City of Paris, this open-innovation scheme aims to use private and public data to produce and invent innovative urban solutions. In 2018, in collaboration with companies and start-ups, BNP Paribas Real Estate joined four working groups that notably included data scientists: boost a district by supporting the installation of its retailers, optimising energy performance in an office building, generating and sharing renewable energy locally, facilitating accessibility and pedestrian journeys for those with reduced mobility.

FRANCE
FLUCITY: CITIZENS AT THE HEART OF THE TERNES-VILLIERS SCHEME
Our partner Flucity, a digital citizen participation platform, was involved at all stages of the Ternes-Villiers scheme, from its development and design through to post-completion. Over the long term, such an initiative gains greater commitment from stakeholders, with schemes that meet the expectations of residents, achieve time and money savings thanks to deadlines being kept, and obtain more detailed knowledge of residents and citizens’ wishes that can be used in the future. “The advantage of this solution is that it makes it possible to organise the consultation based on a single channel, and with a single player for an urban project”, explains Kévin Cardona, Head of Innovation at BNP Paribas Real Estate.

FRANCE
WIRED CERTIFICATION PROVES THE GOOD CONNECTIVITY OF THREE REIM FUNDS
BNP Paribas REIM France has obtained WiredScore certification for its three funds, an international label that assesses the Internet connectivity of office buildings. The WiredScore label results in more transparency by providing occupiers and landlords with all the information they need regarding the connectivity of their office spaces.

FRANCE
BNP PARIBAS REAL ESTATE LEADING PROONENT OF THE R2S CERTIFICATE
To design the connected building of the future, BNP Paribas Real Estate is becoming one of the leading proponents in the creation of the Ready2Services (R2S) certificate. Launched by Smart Buildings Alliances (SBA), this certificate will recognise connected, communicating, service-oriented and secured buildings. They will award one of the label’s four levels, from “basic“ to “3-star” depending on their score. Chosen from 12 schemes, Le Campus Voyageur (Rueil-Malmaison) built by the Development teams of BNP Paribas Real Estate will be the pilot scheme to test this new certification, issued by CERTIVEA. With its 42,200 sq m of offices on eight floors, the future Novartis head office will offer occupants high-end services, including two company restaurants, a cafeteria, exhibition spaces, a 1,200 sq m business centre and an auditorium with approximately 200 seats, arranged around a huge tree-lined patio. As well as being certified HQE Exceptional and BREEAM Excellent, it will have the Effinergie+ label.
COMMITMENT №3: Guarantee fully transparent ethics and governance

As those accountable in terms of compliance, the Supervisory Board, Management Board and International Executive Committee provide the expertise and processes required to ensure professional, ethical and transparent governance. This leadership is essential for sustainable development and responsible management, as well as integrating a thorough approach to controlling risk at all levels of the business.

FRANCE

REIM: PRI COMMITMENT

BNP Paribas REIM France is a signatory to the Principles of Responsible Investment (PRI). This voluntary commitment validates its socially responsible investment in real estate and recognises it as an active investor, taking ESG issues into account in its shareholder policies and practices.

INTERNATIONAL

ETHICAL TRAINING FOR EMPLOYEES

In 2016, regulatory requirements and the prominence of the BNP Paribas Real Estate brand prompted the Compliance and HR Training Departments to create an e-learning module to help all employees acquire and integrate the essential rules of Anti-Money laundering, Anti-Corruption (Financial Security) and Professional Ethics applicable to their real estate business activities.
VALUE IN USE OF AN OFFICE BUILDING

Whereas real estate used to be a business focused on floor space, it is now driven by human issues of well-being and organisation. Limitless, value in use is at the forefront of all considerations and affects all business lines.

Value in use is a key theme in real estate and was highlighted at a round table organised by BNP Paribas Real Estate at the SIMI (Salon de l’Immobilier d’Entreprise) event. The value in use of a building relates to its interior comfort, accessibility and mobility, connectivity and the services offered to users. By encouraging greater creativity and productivity among occupiers, reducing hidden costs (turnover, absenteeism, etc.), it enables better economic performance for the company. In a fast-changing real estate context, disrupted by the new ways of working, it affects the whole real estate value chain and puts people more than ever at the centre of the real estate equation. Limitless, the value in use in the economic sense of the phrase is being analysed in several countries. Works are often on isolated factors such as noise, whereas the French approach aims to be systemic (even supervisory). Over the next 10 years, the value in use should be an indicator upon which rent will be indexed. It currently very often accounts for almost 25% of the amount and could even reach 50%. As the value in use is zero when buildings are vacant, there has been a proliferation of initiatives in terms of temporary occupation. This idea, supported by players such as Solid’Office, Bureaux à Partager or Plateau Urbain in France, has been successful among landlords of buildings with unused floor space, as well as with occupiers such as those seeking work or setting up companies.

“Value in use is at the forefront of all considerations and affects all business lines.”

Catherine Papillon, Global Head of Sustainability /CSR - BNP Paribas Real Estate

Proposals made at the SIMI roundtable meeting in December 2017 on the theme: “What if we offered more space or how to increase the value in use of an office building?”

“The value in use corresponds to that generated by the characteristics of a building, enabling better creativity and productivity of the occupants, and therefore ultimately resulting in better economic performance for the company.”

Catherine Papillon, Global Head of Sustainability /CSR - BNP Paribas Real Estate
Along with nine players from real estate, building and construction*, BNP Paribas Real Estate has launched a study on the social value of an office building, developing well-being and performance in the workplace from 5 criteria: indoor layout, accessibility, biophilia, services, art and architecture. This study will help to devise a model to qualify and quantify the impact of an office building on the comfort and productivity of occupants.


“A building has more value if it provides services to its occupants in terms of quality of working life (which can improve productivity) and cost savings”. **Alan Fustec, Chairman Goodwill Management**

“Value in use is also interesting to landlords insofar as it enables them to let buildings more easily”. **Marie-Eve Raux, Head of Development and Project Management, Europe - Ivanhoé Cambridge**

“The major occupiers who change head office every 11 years mainly opt for new or heavily refurbished buildings. There are not enough buildings of this type to meet demand. There is a question to be asked about the use and future of second- and third-hand buildings”. **Sylvain Hasse, Head of Occupier Solutions de BNP Paribas Real Estate**

“We allow landlords to make small or medium-sized vacant units available to entrepreneurs or start-ups. There are currently 2,500 occupiers registered on the platform, accounting for an expressed demand of 100,000 sq m”. **Paul Citron, Head of development for Plateau Urbain and real estate researcher**

“The quest for value in use is a European, if not global phenomenon. Investors are keenly aware of the human capital issue. There are a lot of schemes being built in Central Europe”.

**Csongor Csukas, Executive Director International Property Management BNP Paribas Real Estate**

“The CSR principle has been taken into account for years in the housing sector”. **Nathalie Robin, Real estate manager, BNP Paribas Cardif and Vice chairman of Solid’Ofce**

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OUR ENVIRONMENTAL RESPONSIBILITY

Reduce the environmental impact of our real estate activities and make environmental quality a mechanism for tangible and intangible performance.

**2018 KEY INDICATORS IN FRANCE**

- 1,431 TeqCO₂/FTE greenhouse gas emissions per employee.
- 27% energy saving vs. thermal regulations achieved on completion in residential real estate development.
- 100% of commercial real estate development is certified in 2017. (there is no data for 2018 as there were no delivery in 2018).
- 100% of constructions in Commercial and Residential Real estate will be carbon footprint assessed by 2020.
COMMITMENT N°4:
Address climate change issues in our service offers

Conscious of the ecological and humanitarian crises that are predicted as a result of climate change, BNP Paribas Real Estate opts for technologies with a low carbon impact and favours sustainable transport solutions in its services. Environmental performance is at the heart of its real estate strategy.

UNITED KINGDOM
BELGRAVE HOUSE, AN ENVIRONMENTAL PERFORMANCE BENCHMARK
Belgrave House is an office building of 25,000 sq m with ISO 14 001 certification. It has been used as a model for its environmental performance and has enabled similar buildings to be brought up to standard due to the sharing of good practices. Solutions used include the installation of low-energy LED lighting, investment in technologies to reduce gas consumption.

INTERNATIONAL
RENEWABLE ENERGY IS FLOURISHING
A 3-year agreement was once more been signed in 2019 between France, the UK and Germany to provide green electricity at a competitive price. French clients have previously saved 20% on average, whereas BNP Paribas Real Estate in Germany is expected save more than 7,000 t CO₂ and €86,000 over the coming period. Meanwhile, Commercial Property Development France is building the Zenora office building in Issy-les-Moulineaux that will use geothermal power. Scheduled for completion in 2020, the Marseille 3C scheme will use thalasso-thermal energy.
FRANCE
RESIDENTIAL REAL ESTATE A FIRST 4,000 SQ M BUILDING, CERTIFIED BBCA FOR ITS LOW CARBON EMISSION

Montreuil Beaumarchais (67 homes totalling 3,997 sq m), for which the project management has been entrusted to BNP Paribas Residential Real Estate, has been awarded BBCA Low Carbon Building certification. It is also one of the rare wood-framed buildings of this size to have obtained the Minergie-P label. This very demanding label is issued by the certifying body PRESTATERRE to very low energy consumption buildings.

FRANCE
PROPERTY MANAGEMENT
SUPPORTING INVESTORS AND USERS WITH THEIR ENERGY AND ENVIRONMENTAL POLICIES

ROCHER Group has chosen the Property Management department, through its Partner’s & Services subsidiary, to support them in their energy and environmental policies as both an investor and user of the CAP ROCHER building located at Issy-les-Moulineaux, which was built by the Commercial Property Development team in 2014.

The ROCHER Group has entrusted Partner’s & Services with the HQE Exploitation certification at the Exceptional level (2nd best performance in France), the undertaking of energy studies, the drafting of its corporate mobility plan and the implementation of an energy performance plan.

The trusting relationship established between the various stakeholders involved has enabled appropriate solutions to be found to improve the environmental and energy performance of the CAP ROCHER site.
COMMITMENT N°5: Optimise our environmental footprint and promote the circular economy

In keeping with issues around energy transition, BNP Paribas Real Estate promotes energy performance and the reduction of carbon emissions in its buildings and residences, “soft” business travel and use, as well as “responsible” use by occupants.

INTERNATIONAL
THE REUSE OF ELECTRONIC WASTE
BNP Paribas Real Estate is active in the reduction of electronic waste. In France, all employees’ IT equipment (PC and laptop) is lease purchased, and at the end of its life it is reconditioned and reused. In Germany and Holland, the equipment is delivered to a service company that upgrades it then passes it on to social projects.

FRANCE
HQ: HORTICULTURE ON THE TERRACES
In Spring 2018, BNP Paribas Real Estate landscaped the open air terraces of its headquarters to transform them into a fully-fledged “urban farm” of 640 sq m. Simultaneously a laboratory, community kitchen garden and a convivial space around the ornamental pots were installed, turning these terraces into a place of inspiration for employees of BNP Paribas Real Estate. This experimentation with urban growing has helped to create a community of employees/gardeners, with part of the farm structured into 26 plots and facilitated by a Community Farmer.

INTERNATIONAL
SUSTAINABLE MOBILITY
By 2020, a new car policy will be introduced offering a fleet of company vehicles, comprised solely of hybrid or electric cars. In 2016, the 224 cars already in circulation were brought down to an average CO₂ rate of below 110 g/km. The head office has now installed 20 electric car terminals. In 2018, a car-sharing service in partnership with Klaxit was launched at the headquarters. Moreover, the use of bikes is being tested at the head office as well as at other sites. The aim of this pilot scheme is to reduce the use of personal vehicles for short to medium length journeys. Electric bicycles have been made available to employees in France and in the Netherlands where they can use them during the week and their working hours.
COMMITMENT N°6:
Make the environmental quality of our products and services a source of financial and user performance

The labels, certifications, standards and charters related to the design, construction and operation of a building demonstrate the quality of its constituent parts and services. These also provide evidence of competitiveness and sales effectiveness.

FRANCE
PROPERTY MANAGEMENT
MANAGEMENT SYSTEM WITH ISO 31 000 CERTIFICATION
Since 2014 BNP Paribas Real Estate has been operating a risk management system, based on “HSE risk management” and is ISO 31000 compliance. This standard includes principles that contribute to environmental protection.

UK
PROPERTY MANAGEMENT
OUR PRACTICES RECOGNISED BY THE GREEN APPLE AWARDS
For several years, BNP Paribas Real Estate in the UK has been successful in winning Green Apple Awards, providing independent recognition of its excellent environmental practices. In 2018, the multiple awards received by BNP Paribas Real Estate recognised good practice in energy management across specific London properties and also year-on-year improvements in the average recycling rate across its managed portfolio (up from 48% to 71% in the last five years).

ITALY
ADVISORY
MARKETING OF THE FIRST AIRPORT CITY IN ROME
ADR (Aeroporti di Roma) launched the HUBTOWN project, an innovative and sustainable 91,000 sq m business district that meets the most advanced requirements of Leed Gold Certification, enabling considerable savings in water, electricity and CO₂ emissions. BNP Paribas Real Estate Advisory Italy is assisting ADR as its exclusive letting agent.

INTERNATIONAL
GREEN INVESTMENT SOLUTIONS
The Next Estate Income Funds (NEIF) II and III are focused on sustainable development, with a Core / Core+ investment Strategy. BNP Paribas Real Estate Investment Management manages a portfolio of office buildings across Europe with an environmental certification or in the process of obtaining one. The GAV (Gross Asset Value) of NEIF II totals €815 million and €350 million for NEIF III. (December 2018).
The disappearance of biodiversity is considered as serious a threat to humanity as climate change. By 2050, over 80% of the global population will be living in urban areas and therefore potentially disconnected from nature, even though it is essential to a life balance. In addition to the creation of parks and gardens, planting schemes in buildings are an important issue for cities, transforming their appearance and purpose. Terraces, planted walls and façades play a vital role in preserving biodiversity, human nourishment, water regulation, the development of new skills (horticultural etc.), and the creation of a social bond, etc. The emergence of these new spaces will help to once more put vegetation at the heart of urban schemes. BNP Paribas Real Estate has been involved in biodiversity for a long time and is committed to innovative schemes such as “Make Our Planet Green Again”, illustrating this essential green metamorphosis of cities.

COMMERCIAL REAL ESTATE DEVELOPMENT
FRANCE - ARBORETUM: A 6-HECTARE PARK IN PARIS
BNP Paribas Real Estate is building the Arboretum at Nanterre-La Défense, a new office concept built of wood in a large 9-hectare park on the banks of the Seine. Designed by the architects François Leclercq and Laisné-Roussel, the 125,000 sq m campus will be one of the biggest low-carbon schemes ever built. As an ecological alternative to high-density, this scheme will offer a 6-hectare interior park with rare herbaceous species and specimen trees, a planted canal and a reed bed of more than 600 sq m, a vegetable garden and orchard over 3,200 sq m, a green amphitheatre, a sports course and facilities, patios, work pods, lawns etc. This will create a working environment conducive to meetings, working and socialising.

BIODIVERSITY: “MAKE OUR PLANET GREEN AGAIN”
Under the stewardship of the CIBI association (Conseil International Biodiversité et Immobilier) and on the initiative of BiodiverCity® labels, a number of key players working in the urban and natural environment/market launched an international call for bids to develop urban biodiversity. Builders, real estate professionals, occupiers, ecologists, architects, gardeners and landscapers, local authorities and public institutions and nature protection associations decided
HQ: HONEY AT THE URBAN FARM

Aware of biodiversity issues, BNP Paribas Real Estate has had three beehives on the roof of its headquarters since 2013. This project brings employees together around a shared initiative and raises their awareness of the approaches being taken by the company. Each year, they help to harvest the honey, which is sold to benefit local associations favouring green initiatives.

COMMERCIAL REAL ESTATE DEVELOPMENT
TERNES-VILLIERS: THE FIRST TEA TO BE MADE IN PARIS

A winner of “Let’s reinvent Paris”, the Ternes-Villiers building will have 18,000 m² of offices/housing with a wooden structure and landscaped spaces. One of its innovations will be reclamation of the rooftops, with the creation of a hanging garden, linked by a footbridge and forming community spaces. Some are dedicated to tea cultivation, whose processing and on-site sales will be handled by the comptoirs Richard. Fenced-in by adjustable glass partitions, an urban farm will also be created in the sky. In addition to bringing together the business lines of BNP Paribas Real Estate, architects and engineering consultants, this Skyline project has also involved environmental advisors, sociologists, philosophers, researchers and start-ups.

The vegetable garden on the terraces of BNP Paribas Real Estate head office

“Paris currently has few planted spaces compared to other large cities. It is therefore vital that we reintegrate nature freely into cities, such as growing grass or increasing the amount of fertile space thanks to circular gardens.”

Antoine Guibourge, Head of Research for Mugo, partner of BNP Paribas Real Estate

“It’s really an observatory for our programmes and a more natural and healthy alternative for our employees.”

Clément Bazin, BNP Paribas Real Estate Property Development

“I didn’t think we would be able to grow so many different varieties within just a square metre!”

Laurène Boury, BNP Paribas Real Estate

“The installation of this vegetable garden will enable us to get feedback from our employees and reuse a similar model with our housing.”

Anne-Cécile Michaud-Daniel, BNP Paribas Residential Real Estate

to relay the CIBI’s call to “make our planet green again”. Aware that the city must develop “nature experiences”, BNP Paribas Real Estate was one of the first to sign up to a charter intended to integrate living matter (fauna, flora, water, earth) into each urban scheme. From the size of a city block to that of entire districts, bringing living things to the city stimulates eco-systemic services that are ecological, environmental, economic and socio-cultural. The call for international mobilisation was made at the MIPIM international property event on March 15, 2018.
OUR SOCIAL RESPONSIBILITY

Valuing the development and commitment of our employees

2018 KEY FIGURES

74% of our employees find that their work brings a sense of personal achievement*.

71% of our employees consider themselves to have a good work/life balance*.

79% of employees took at least one training course over the year.

51% of employees are women.

28% of Women at the International Executive Committee.

* Since 2013, our internal Global People Survey has been an important index with respect to the dialogue with internal stakeholders. Its purpose is to determine the expectations of employees, as well as to measure perception of the company.
COMMITMENT N°7:
Provide a healthy, flexible and innovative work environment that enhances the well-being of our employees

Engaged employees are more productive, passionate and inspired to innovate and deliver more than just an ordinary level of performance. To attract and retain this talent, BNP Paribas Real Estate offers a professional environment with an emphasis on health, safety and quality of workplace life.

INTERNATIONAL
THE “ENJOY YOUR JOB” EMPLOYER BRAND
The company has launched its “Enjoy your job” employer promise to promote the concrete commitments it has made to candidates, employees, and other relevant parties: “Be yourself”, “be collaborative” and “be inspired.” Today, employees and candidates are looking for more than a job. They are hoping for true, meaningful experiences and to join a company whose mission and values are compatible with their own career development, sharing good practices, working atmosphere, etc. They want to learn, progress and collaborate in an inspiring and friendly environment where they can express their personalities and be listened in order to create real estate of the future.

GERMANY
ELECTED “TOP EMPLOYER GERMANY 2019”
BNP Paribas Real Estate in Germany was awarded “Top Employer Germany 2019” by Top Employers Institute who certifies companies worldwide that meet highest standards in employee orientation and human resources management.
COMMITMENT N°8:
Promote diversity, equal opportunities and employability of our teams

To reflect the communities with which it cooperates, BNP Paribas Real Estate actively promotes diversity and gender equality. It is an inclusive company that has been active in the fight against all kinds of discrimination (such as gender/disability/age).

INTERNATIONAL
"WOMEN IN LEADERSHIP" ACTIVE IN ALL COUNTRIES
The Women In Leadership programme (WIL) aims to push the agenda forward, to have more women in management positions and support mixed teams. In 2018, 30 female employees had training that enabled them to maximise their visibility and their leadership within the company. Since the launch of this programme in 2012, more than 230 female employees have participated and 27% of them have subsequently been promoted.

INTERNATIONAL
ACTIVE IN THE FIGHT AGAINST DISCRIMINATION
As a continuation of the initiatives introduced by the Group, BNP Paribas Real Estate has been pursuing a proactive policy in the fight against discrimination. It is based on the Recruitment Code of Ethics, professional equality between men and women and intergenerational diversity. The overseeing of career sessions for female employees returning from maternity leave, a respect for work-life balance and the principle of equal treatment for the same level of responsibility, training, experience and skills are some of the actions taken towards achieving professional equality.

FRANCE
A TAILORED TRAINING PROGRAMME FOR EVERYONE
Skills and knowledge development are at the very heart of the Employer Promise. Recognised as major drivers of strengthening client relations, consolidating company culture, increasing individual and collective performance, supporting talent in preparing themselves for new roles (particularly internationally) and accompanying employees throughout their career with BNP Paribas Real Estate, the Human Resources Department provide the following tailored training courses: induction workshop, international development, management course, business expertise, client relations, talent programme and digital transformation.
COMMITMENT N°9:
Empower our employees to develop CSR skills

BNP Paribas Real Estate believes that CSR actively encourages innovation and performance for its employees. The company helps them incorporate the principles of sustainable development in their careers and in their activities. Moreover, it raises their awareness of responsible practices that have a positive impact on the environment and society.

INTERNATIONAL
EMPLOYEES EDUCATED ON SUSTAINABLE DEVELOPMENT
Every year, BNP Paribas Real Estate organises a program of workshops, conferences and exhibitions, aimed at educating their employees on CSR challenges. Climate change, urban agriculture, environmental certifications, circular economy and sustainable mobility are all topics that are addressed with external partners (associations, start-ups...).

INTERNATIONAL
A NETWORK OF CSR LEADERS
Representing all the business lines, professions and countries in which we operate, more than 43 leaders make up the community of CSR leaders. It is with them that the company’s new CSR policy has been defined. They are thus the leaders of this policy in their own country and business line.

FRANCE
BUILD THE CITY OF THE FUTURE ALONGSIDE BUSINESS LINES
To encourage the incorporation of sustainable development in professions, the company asks expert employees to participate in projects based on building the city of the future together. In collaboration with the city of Paris, big corporations and start-ups, the open-innovation program NUMA DATA CITY has opened up a whole new opportunity for participation.
A WORKSHOP ON THE CIRCULAR ECONOMY

To raise employee awareness of a zero-waste strategy/philosophy, BNP Paribas Real Estate REIM organised a team-building session that focused on the circular economy, with the support of the Phénix and Déchets d’Arts associations at the Bellevilleoise in Paris. One hundred and fifty people participated in the workshop. This initiative was duplicated by other internal departments.

A WORKSHOP FOR A SUSTAINABLE AND RESPONSIBLE OLYMPICS

Within the context of Paris’s bid for the 2024 Olympic Games, BNP Paribas Real Estate France organised a co-creation workshop for sustainable, economically efficient and responsible Games that can be shared by the greatest number of people. Employees, young architects and partners participated in this real estate focused workshop. Their work led to the presentation of 120 proposals to the organising committee of the Olympics.

CSR DEPARTMENT LAUNCHES ITS DEDICATED PLATFORM

To enable people to understand and follow the CSR programme, the department is launching an educational platform for employees, communicating BNP Paribas Real Estate’s commitments, objectives and good practices across all business lines and countries. It can also be used as a reporting tool to compare the impact of the company and its business lines against sustainable development objectives.

As an employer, BNP Paribas Real Estate strives to ensure the well-being of its employees. Every year, the company assesses the impact of its actions through the Global People Survey, carried out with the employees of the BNP Paribas Group, which touches on topics relating to the quality of work life. 74% of BNP Paribas Real Estate respondents believe their work gives them a feeling of personal achievement and that they are generally able to find an appropriate work-life balance.

As a key player in European corporate real estate, BNP Paribas Real Estate is applying its own ethics and principles to its work with clients. We believe that an office which incorporates comfort as well as quality of goods and related services has a direct impact on the well-being of its occupants. The new L’Oréal Luxe building, developed by BNP Real Estate and called “Seine 62”, illustrates this concept. The 45,000 sq m real estate project is built over 8 floors, with a magnificent view of Paris and La Défense, and can accommodate 2,500 employees. Conceived as a house with both shared spaces (forums, cafés...) and spaces that are more intimate (pods, digital detox rooms, alcoves...), this space was designed by the famous interior designer, Sarah Lavoine. As well as meeting environmental targets (an exceptional HQE, excellent BREEAM), it fosters the well-being and comfort of its teams.
Real estate project “Seine 62”

“Our real challenge in the construction of Seine 62 has been well-being in the broadest sense.”

Thierry Laroue-Pont, President of BNP Paribas Real Estate

“I wanted to offer employees a setting in which they will be able to thrive. Functional furniture and everyday objects harmonise together to create a place of well-being at work.”

Sarah Lavoine, Interior Designer

“The different brands found at this site (Lancôme, Yves Saint Laurent, Giorgio Armani Beauty...) are housed in classic open plan and “dynamic” spaces, as opposed to allocated spaces. It is another way of addressing office life, and keeping with the times.”

Nicolas Hieronimus, General Director L’Oréal Luxe
To be a committed real estate sector player and to support local initiatives

SOME OF 2018’S KEY FIGURES

1,481 students and young professionals supported

€10K of donations collected within a year as part of the salary rounding scheme

+€734K spent on solidarity projects.

4.7% of the directly generated and distributed economic value is paid to the tax authorities in the countries where BNP Paribas Real Estate operates.
COMMITMENT N°10:
Promote the knowledge and influence of CSR in the real estate sector

BNP Paribas Real Estate can make a positive contribution to health, community relations and education in its business lines, and helps associations, training organisations and universities committed to CSR and the city’s activities to develop.

FRANCE
WOMEN IN ARCHITECTURE AWARDS: GROWING INCREASINGLY POPULAR
In 2018, the Association for Research on the City and Housing (ARVHA) organised the 6th edition of the Women in Architecture Awards with the support of BNP Paribas Real Estate, Ciments Calcia, Rockwool, Technal and Unibail Rodamco. The award has been a hit: 300 candidates have presented 820 projects. BNP Paribas Real Estate has supported the awards since they began.

FRANCE
INCORPORATE ART INTO THE BUILDING
Through the project “1 building, 1 work of art”, BNP Paribas Real Estate’s commitment to the Ministry of Culture’s initiative reflects its determination to provide as many people as possible with the opportunity to live or work in the vicinity of a work of art, thereby improving the quality of our occupiers’ living and working environments.

FRANCE
AGILITY ON THE AGENDA
In 2018, BNP Paribas Real Estate provided support for the first time to the “agile cities” educational programme. Launched by the consulting firm Green Soluce with the participation of 3 prestigious universities, it offers the future decision makers of real estate and cities a new way of thinking about cities. The future will bring sustainability, well-being and digital technology together. The programme’s themes include: the impacts of remote working and housing on the city of the future, homes in the age of remote working and urban office buildings.
FRANCE
PARIS, CITY 2020: FLY THE FLAG
BNP Paribas Real Estate supports the Pavillon de l’Arsenal and its activities such as the permanent exhibition “Paris, the city and its projects”, its large model and its events. Created in 1988, the Pavillon de l’Arsenal is a place dedicated to the promotion and dissemination of knowledge on the patrimonial architecture and urban planning of Paris and its metropolitan area to all audiences.

INTERNATIONAL
GREEN SOLUTIONS AWARDS: REWARD THE PIONEERS OF SUSTAINABLE CONSTRUCTION AND CITIES
For the 4th consecutive year, BNP Paribas Real Estate has partnered with the Green Solutions Awards. Promoting good practice and best approaches to sustainable construction and cities, this international competition is organised by Construction 21. 143 candidates from 16 countries participated in the 2018 edition. The 9 prize-winning creations selected by a jury of experts, and assessed by students, represent real sources of inspiration for building the city of tomorrow differently – through its buildings, infrastructures and districts, as well as through “decarbonising” our societies. The award-winning pioneering projects have successfully integrated people as a central factor in their sustainability.

FRANCE
FONDATION PALLADIO: BUILDING THE CITY OF TOMORROW
As a founding member, BNP Paribas Real Estate has supported the Fondation Palladio since 1988 (which falls under the authority of the Fondation de France). It brings together those involved in the real estate industry to develop economic, technological, environmental, demographic and anthropological criteria/indicators in their business lines. Leading policy makers of the City, intellectuals, investors, and project developers come together to create the City of tomorrow. Each year, more and more employees participate in its conferences and training sessions.

FRANCE
TAKE ON “CSR CHALLENGES”
BNP Paribas Real Estate is a partner and member of “Défis RSE”. Organised annually, this competition is aimed at companies, associations, communities and institutions in order to promote CSR. A powerful promotional tool for responsible and successful initiatives.

FRANCE
STAND WITH LA MAISON DE L’ARCHITECTURE
BNP Paribas Real Estate supports La Maison de l’Architecture in the Greater Paris Region, a cultural space whose aim is to increase awareness about architecture and develop partnerships. Since 2004, this unique space has welcomed 10,000 local architects and encourages discussions about architecture, urban and landscape planning in collaboration with elected representatives, contracting bodies, urban planners, developers, solicitors and lawyers, engineers, builders and manufacturers.
COMMITMENT N°11: Support the development of the local economy

As a player in the real estate sector value creation chain, BNP Paribas Real Estate is developing its ecosystem of stakeholders in various business lines, thereby contributing to their local economic strength.

FRANCE
TEMPORARY OCCUPATION OF SPACE
Plateau Urbain is an urban planning cooperative that has developed a large range of tools and methods covering all of the stages of a temporary occupation. BNP Paribas Real Estate includes them in certain calls for tender on major urban construction projects. For 17&Co Porte de Saint-Ouen in Paris, Plateau Urban is enhancing the area with a temporary open-air drive-in cinema during construction.
COMMITMENT N°12:
Support social initiatives

BNP Paribas Real Estate contributes to the development of local communities and encourages employees to get involved in community activities.

FRANCE
MICRODON: THE VIRTUOUS CIRCLE OF SALARY ROUNDING FOR ALL FRENCH EMPLOYEES
Since 2014, BNP Paribas Real Estate has allowed its employees to donate the ‘centimes’ of their net salaries each month to an association of their choice (L’Étoile de Martin or Habitat Humanisme) using Microdon. The company matches the amount of donations. In 2018, the total of funds gathered for L’Étoile de Martin (which primarily supports children’s cancer research) helped finance immuno-monitoring – an essential and promising tool for treating neuroblastoma (a malignant brain tumour). Habitat & Humanisme helps families living in inadequate housing throughout France. Supported in 2017-2018 by Microdon, the new “mobile house” project sets out to build innovative housing that is wooden, temporary, mobile, ecological and modular, leaving no environmental footprint or trace on the site.

FRANCE
SOLID’OFFICE: SOLIDARITY OFFICES
Since the beginning of 2016, BNP Paribas Real Estate has supported the association Solid’Office, socially responsible real estate, by providing it with empty office space that are allocated to jobseekers. Thanks to its commitment to supporting employment, and with the support of Bureaux à Partager, two co-working sites have been opened: in Levallois-Perret in partnership with Cojob, providing innovative support to jobseekers, and in La Défense.
As one of the first patrons of the real estate sector, BNP Paribas Real Estate provides support to the architectural industry, particularly supporting generations of future professionals. At the heart of discussions surrounding lifestyles and their impact on work, and on sustainable development and its repercussions on architecture, are students and universities promoting the knowledge and influence of CSR in urban planning. Overview of the supported initiatives.

YOUNG ARCHITECTS AWARDS: 11 YEARS ON
BNP Paribas Real Estate works side by side with architecture schools to spot the talent that will create the real estate of the future. For its 11th edition on the theme “The office building 365-24/24: towards a temporal and functional mix of uses”, the jury prize was awarded to students from l’ENSA Marseille.

10 GRANTS TO STUDY AT THE CITÉ INTERNATIONALE UNIVERSITAIRe DE PARIS (CIUP)
Every year since 2012, BNP Paribas Real Estate awards 10 grants to students in urban planning, architecture, engineering, etc. Coming from different nationalities, they are selected for their academic excellence and low income. Each grantee is supported by a sponsor, an employee of the company, who is responsible for supporting them during their studies and for building bridges between the academic and business worlds.

A YEAR’S ACCOMODATION IN A STUDÉLITES HALL OF RESIDENCE
Concerned about the future of younger generations, BNP Paribas Real Estate has committed to supporting their training and integration into the professional world in recent years. Every year since 2010 the company has financed a year’s accommodation in one of Studélite’s halls of residence to 10 students from 5 partner schools (IEP, ESTP, ESP, the universities of Marne-La-Vallée and Paris-Dauphine). Located in more than 20 university towns in France, Studélites offer 51 halls of residence and more than 6,000 rooms. Located close to places of study, its studios and 2-room apartments offer high-quality services and a pleasant living environment, making it possible for these young, deserving students to study in the best conditions.
STRENGTHEN EXPERTISE WITH THE ESTP FOUNDATION PARIS

BNP Paribas Real Estate supports the projects carried out by École Spéciale des Travaux Publics (ESTP Paris) Foundation, which sets out to strengthen expertise within the construction trades.

On the commitment to young people

“For 11 years, BNP Paribas Real Estate, with students from the Écoles Nationales Supérieures d’Architecture, has explored the important questions of our time through written projects: increased densify, elevation, sharing, preserving, re-use...”

Alexandre Labasse, Architect, Managing Director of the Pavillon de l’Arsenal, President of l’École Nationale Supérieure d’Architecture de Versailles

“I commend this somewhat rare initiative of an architecture award spearheaded by a leading player in real estate. In my view, the process is essential as it underlines our commitment as architects or real estate and city professionals towards educational opportunities and the new generation.”

Dominique Perrault, Architect, Dominique Perrault Architecture DPA agency

“I can do everything by walking from the Cambridge residence: go to class, do my shopping and regularly go swimming at the Aquatic Centre.”

Malek, 20 ans, student at the engineering school – ESTACA. Resident of Studélites “Le Cambridge I” in Levallois

“I wanted to live in Paris to be near my university as well as Paris museums and cultural places. For me, the residence is ideally located, close to the BNF.”

Amélie, 22 ans, masters student in archaeology and history of art at the Sorbonne. Studélites resident

ESSEC CHAIRS: THE 2024 OLYMPICS IN THE SPOTLIGHT

As part of organising the 2024 Olympics, the real estate Chair at ESSEC had their 20 students from its class of 2017-2018 work on the urban, real estate, territorial and environmental challenges in the Paris bid, in collaboration with their 5 partners including BNP Paribas Real Estate. Divided into 5 sub-groups and supervised by a pair of employees from the sponsoring firms, the students have worked on innovative proposals that will make the project as sustainable and responsible as possible.
OUR SUSTAINABLE DEVELOPMENT TARGETS FOR 2020

The scope: countries in the euro zone in which BNP Paribas Real Estate operates.

1. STRENGTHEN PARTNERSHIPS AND CO-WORKING OPPORTUNITIES WITH OUR KEY STAKEHOLDERS

- Employees proud to work for BNP Paribas Real Estate
  - 2020: 87%
  - 2018: 84%
  - 2017: 87%
  - 2016: 85%

- Stakeholders assessing the company’s level of CSR commitment from pioneering to committed
  - 2020: 55%
  - 2016: 53%

- Suppliers having signed our Sustainable Purchasing Charter
  - 2020: 90%

2. DEVELOP A RESPONSIBLE AND INNOVATIVE SERVICE OFFER

- Company’s business lines that have signed BNP Paribas Real Estate’s Charter for Responsible Growth
  - 2020: 100%

3. GUARANTEE FULLY TRANSPARENT ETHICS AND GOVERNANCE

- Employees having attested to compliance and ethics training
  - 2020: 90%
  - 2018: 92%
  - 2017: 90%
  - 2016: 89%

- Rate of serious incidents resulting in a major corrective action plan
  - 2020: 5.0%
  - 2018: 10.0%
  - 2017: 10.7%
  - 2016: 5.8%

4. ADDRESS CLIMATE CHANGE CHALLENGES IN OUR SERVICE OFFERS

- Greenhouse gas emissions per employee (TeqCO₂/FTE)
  - 2020: 1.25
  - 2018: 1.43
  - 2017: 1.37
  - 2016: 1.62

- Energy savings made compared to French thermal regulation / Cpe project kWh/sqm
  - 2020: 35%
  - 2018: NA (Not Applicable, no operation completed for corporate real estate development in 2018)
  - 2017: 51%
  - 2016: 37%

- Completed corporate and residential real estate operations benefiting from a greenhouse gases assessment
  - 2020: 100%
6. MAKE THE ENVIRONMENTAL QUALITY OF OUR PRODUCTS AND SERVICES A DRIVER OF IMPROVED PERFORMANCE

Employees considering that the company respects the environment

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Average emissions from company's car fleet ≤ 110 g CO2/km (NEDC)

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Employees considering that the company respects the environment

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Completed and certified sqm (Corporate real estate development)

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Completed developments with one of the two highest levels of certification (Corporate real estate development)

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REIM INTERNATIONAL RATE OF CERTIFIED MAJOR RENOVATIONS

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5. OPTIMISE OUR ENVIRONMENTAL FOOTPRINT AND PROMOTE THE CIRCULAR ECONOMY

| Scope: Spain, Germany, UK, France for the 2 following KPIs | |

Paper made from responsibly sourced materials

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Recycled waste

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Assets which have an energy age later than the year 2000

<p>| REIM FR | Scope: France | |</p>
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INTERNATIONAL PROPERTY MANAGEMENT

Energy consumption of the common areas of managed properties (kWh FE/an/sqm)

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INTERNATIONAL PROPERTY MANAGEMENT

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Completed developments with one of the two highest levels of certification (Corporate real estate development)

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INTERNATIONAL PROPERTY MANAGEMENT

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<td>NA</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Completed developments with one of the two highest levels of certification (Corporate real estate development)

<table>
<thead>
<tr>
<th>Year</th>
<th>2020</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>NA</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

REIM INTERNATIONAL RATE OF CERTIFIED MAJOR RENOVATIONS

<table>
<thead>
<tr>
<th>Year</th>
<th>2020</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>30%</td>
<td>18%</td>
<td>19%</td>
<td>17%</td>
</tr>
</tbody>
</table>
7. OFFER A HEALTHY, FLEXIBLE AND INNOVATIVE WORK ENVIRONMENT THAT ENHANCES THE WELL-BEING OF OUR EMPLOYEES

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees believe their job gives them a sense of personal achievement</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>75%</td>
</tr>
<tr>
<td>2018</td>
<td>74%</td>
</tr>
<tr>
<td>2017</td>
<td>74%</td>
</tr>
<tr>
<td>2016</td>
<td>72%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees believe they have found a good work life balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>73%</td>
</tr>
<tr>
<td>2018</td>
<td>71%</td>
</tr>
<tr>
<td>2017</td>
<td>71%</td>
</tr>
<tr>
<td>2016</td>
<td>70%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees recommend the company as an excellent employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>75%</td>
</tr>
<tr>
<td>2018</td>
<td>69%</td>
</tr>
<tr>
<td>2017</td>
<td>72%</td>
</tr>
<tr>
<td>2016</td>
<td>70%</td>
</tr>
</tbody>
</table>

8. PROMOTE DIVERSITY, EQUAL OPPORTUNITIES AND EMPLOYABILITY OF OUR TEAMS

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate of women among executives (France)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>45%</td>
</tr>
<tr>
<td>2018</td>
<td>43%</td>
</tr>
<tr>
<td>2017</td>
<td>43%</td>
</tr>
<tr>
<td>2016</td>
<td>43%</td>
</tr>
</tbody>
</table>

9. EMPOWER OUR EMPLOYEES TO DEVELOP CSR SKILLS

<table>
<thead>
<tr>
<th>Year</th>
<th>Active at-risk employees* successfully passing an online course on Human Rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>90%</td>
</tr>
</tbody>
</table>

10. PROMOTE THE KNOWLEDGE AND INFLUENCE OF CSR IN THE REAL ESTATE SECTOR

Continuation of initiatives in favour of schoolchildren, students and young professionals in the real estate industry
In 2018, 1,481 students and young professionals supported.

11. FAVOUR THE DEVELOPMENT OF THE LOCAL ECONOMY

Economic value generated and distributed
Sales revenue of €968 M (2018)

12. SUPPORT LOCAL INITIATIVES

<table>
<thead>
<tr>
<th>Scope: France, Germany, United Kingdom, Italy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Placement in reserve and dividends: 7.3%</td>
</tr>
<tr>
<td>Personnel costs: 32.8%</td>
</tr>
<tr>
<td>Purchases and other charges: 55.2%</td>
</tr>
</tbody>
</table>

Continue the development of solidarity initiatives
In 2018, €734 K allocated to social initiatives

* Employees part of the CSR, procurement and risk departments

(Source – Internal data: HR Online survey “Global People Survey”, online e-learning tool Mydevelopment, reporting OPC (Contrôle Opérationnel Permanent), environmental BNP Paribas reporting tool “Enablon”, annual social report, figures given by countries and business lines. More details see protocol: https://bnppre.isivalue.com/reporting/en)
<table>
<thead>
<tr>
<th>STRATEGIC SDGs</th>
<th>Relevant targets of SDG (N° and description)*</th>
<th>Our pillars</th>
<th>Our commitments</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>3.4 Foster mental health and well-being</td>
<td></td>
<td>Develop a responsible and innovative service offer</td>
</tr>
<tr>
<td>7</td>
<td>7.3 Double the global energy efficient improvement rate by 2030</td>
<td></td>
<td>Address climate change issues in our service offers</td>
</tr>
<tr>
<td>9</td>
<td>9.1 Establish a quality, reliable, sustainable and resilient infrastructure to foster economic development and human well-being</td>
<td></td>
<td>Develop a responsible and innovative service offer</td>
</tr>
</tbody>
</table>
| 11 | 11.2 Ensure everyone has access to safe, accessible, sustainable and affordable transport  
11.3 Strengthen the capacity for sustainable urban planning and participatory management  
11.6 and 11.7 Reduce the negative impact cities have on the environment, particularly through air quality, waste management and access to green spaces |  | Optimize our environmental footprint and promote the circular economy  
Develop a responsible and innovative service offer |
| 12 | 12.2 Achieve sustainable and proper management of natural resources  
12.5 Reduce waste generation |  | Make the environmental quality of our products and services a driver of improved performance  
Optimize our environmental footprint and promote the circular economy |
| 13 | 13.1 Strengthen resilience and adaptive capacities when facing climatic hazards and climate-related natural disasters  
13.3 Increase awareness of climate change as well as our ability to adapt so as to mitigate and reduce its impact |  | Address climate change issues in our service offers  
Empower our employees to develop CSR skills |
| 15 | 15.1 Guarantee the preservation, restoration and sustainable exploitation of ecosystems  
15.5 Put an end to the depletion of biodiversity |  | Optimize our environmental footprint and promote the circular economy |

**RELEVANT SDGs**

| 4  | 4.4 Increase the number of young people and adults with the skills (primarily technical and professional) needed for employment, entrepreneurship and to get a decent job  
4.7 Ensure all students acquire the knowledge and skills needed to promote sustainable development |  | Promote diversity, equal opportunities and employability of our teams  
Promote and share the knowledge of CSR issues throughout the real estate sector and beyond |
| 5  | 5.1 End all forms of discrimination against women  
5.5 Ensure the meaningful participation of women in leadership roles |  | Promote diversity, equal opportunities and employability of our teams |
| 6  | 6.4 Make effective use of water resources and guarantee the sustainability of water withdrawals |  | Optimize our environmental footprint and promote the circular economy |
| 8  | 8.3 Promote entrepreneurship, innovation and the growth of SMEs |  | Strengthen partnerships and co-working opportunities with our key stakeholders  
Favour the development of the local economy |
| 16 | 16.5 Fight against bribery and corruption |  | Develop a responsible and innovative service offer  
Guarantee fully transparent ethics and governance |
| 17 | 17.7 Promote partnerships – public-private in particular – and with civil society |  | Strengthen partnerships and co-working opportunities with our key stakeholders |

* These guidelines are the official UN recommendations  
https://www.un.org/sustainabledevelopment/
ABOUT BNP PARIBAS REAL ESTATE

BNP Paribas Real Estate, one of the leading international real estate providers, offers its clients a comprehensive range of services that span the entire real estate lifecycle: Property Development, Transaction, Consulting, Valuation, Property Management and Investment Management.

With 5,400 employees, BNP Paribas Real Estate supports owners, leaseholders, investors and communities thanks to its local expertise across 32 countries (through its facilities and its Alliance network) in Europe, the Middle-East and Asia.

www.realestate.bnpparibas.com

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